EVALUATION OF
THE JOB PLACEMENT PROGRAM
AND
THE TRAINING FOR JOBS PROGRAM

UPDATE TO THE SUMMARY REPORT

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TABLE OF CONTENTS

PREFACE 1

CHAPTER ONE: THE JOB PLACEMENT PROGRAM 2

1.1 THE CONTEXT 2
1.2 PERSONS REFERRED TO THE PROGRAM 4
1.3 CHARACTERISTICS OF PERSONS REFERRED 5
1.4 PERSONS PLACED AND INDEPENDENT 7
1.5 PROGRAM IMPACT AND COST 10

CHAPTER TWO: THE TRAINING FOR JOBS PROGRAM 12

2.1 REFERRALS AND ACCEPTANCES 12
2.2 CHARACTERISTICS OF PERSONS REFERRED 13
2.3 JOB PLACEMENT AND INDEPENDENCE 14
2.4 PROGRAM IMPACT 16

PREFACE

We have been asked by the Ministry of Employment and Income Assistance (the Ministry) to update our Summary Evaluation Report which was submitted in September 2004. The purpose of this update is to examine whether a longer time series of data on JP and TFJ confirms the information presented in the Summary Report. The update was considered particularly important for TFJ because the program was still relatively new when we prepared our earlier Report.

This document presents information using the same formats and definitions as we used in the Summary Report and we have not repeated those definitions here. The JP program was extended in July 2004 under the label JPY, a label we use for the first time in this report. The TFJ program was extended for a third program year starting in December 2004. In 2003, a special English as a Second Language component was introduced in TFJ. Our work does not include that component.

The Summary Evaluation Report included tracking data up to April 2004. This report includes data to January 2005 (TFJ) and February 2005 (JP) on most issues and to May 2005 when discussing program impact. Like the earlier report, this update does not present information disaggregated by individual service provider.

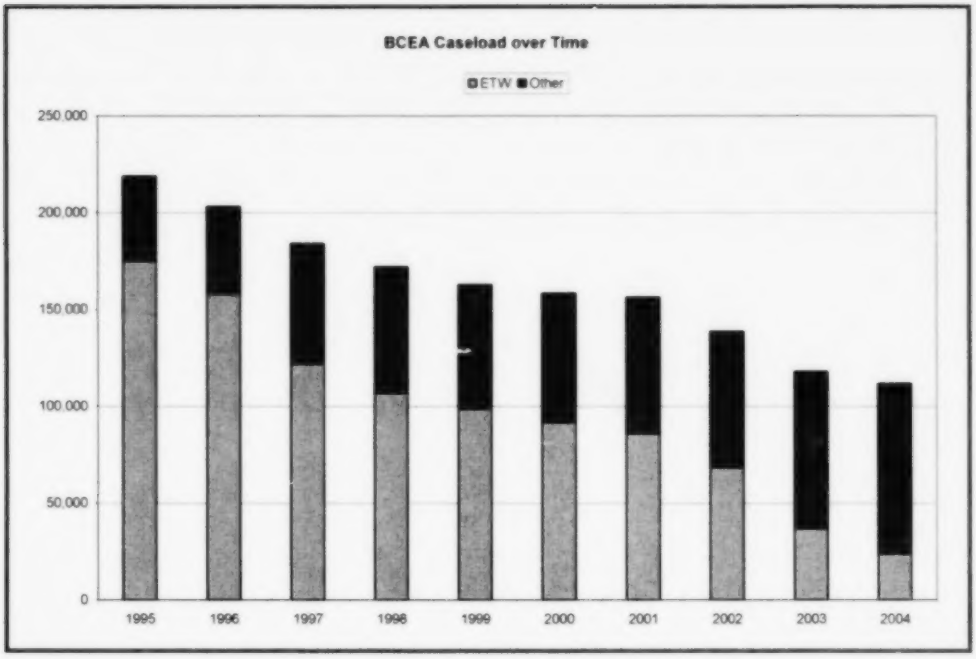
CHAPTER ONE:
THE JOB PLACEMENT PROGRAM

1.1 THE CONTEXT

- The BCEA caseload continues to decline – see Exhibit 1.1. The number of people on the caseload who are classified as expected to work (ETW) continues to decline faster than the caseload as a whole. The reduction in the ETW caseload between 2003 and 2004 is attributable in part to the creation of a new category of persons – persons with persistent multiple barriers.

- The Job Placement Program continues to be targeted to Expected to Work clients.

EXHIBIT 1.1
BCEA CASELOAD OVER TIME

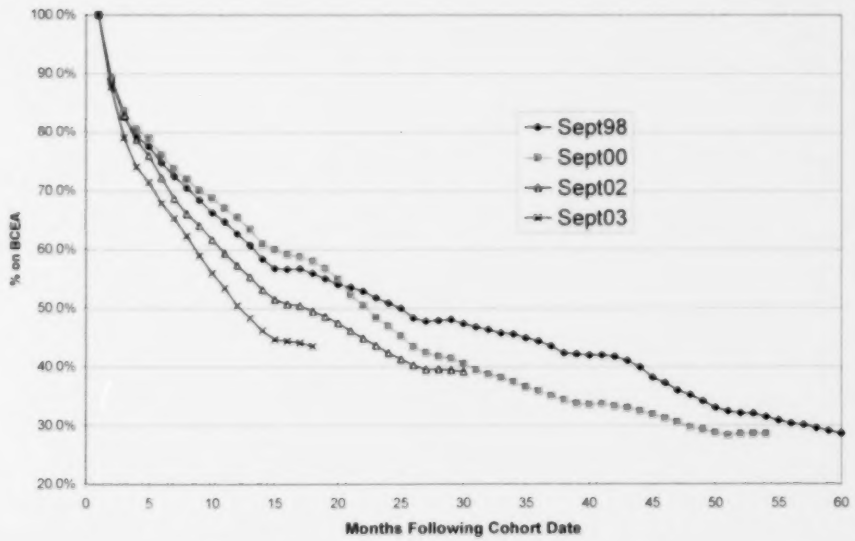


- The ETW caseload is showing less attachment to BCEA in 2004 than was the case in earlier years of the JP program – see Exhibit 1.2. Also, ETW clients are continuing to leave BCEA at a faster rate than was the case prior to the policy changes introduced in 2002 – see Exhibit 1.3.

EXHIBIT 1.2
ETW CASELOAD BY INDICATOR OF ATTACHMENT

	Sept. 1998	Sept. 2000	Sept. 2002	Sept. 2003	Sept. 2004
New (N)	4%	4%	3%	5%	6%
Intermittent (I)	47%	45%	39%	45%	51%
Persistent (P)	49%	50%	58%	51%	43%
Average months on BCEA In previous 60 months	33.6	33.7	35.7	34.6	31.8
Number of ETW Cases	101,253	88,877	58,933	31,195	21,914

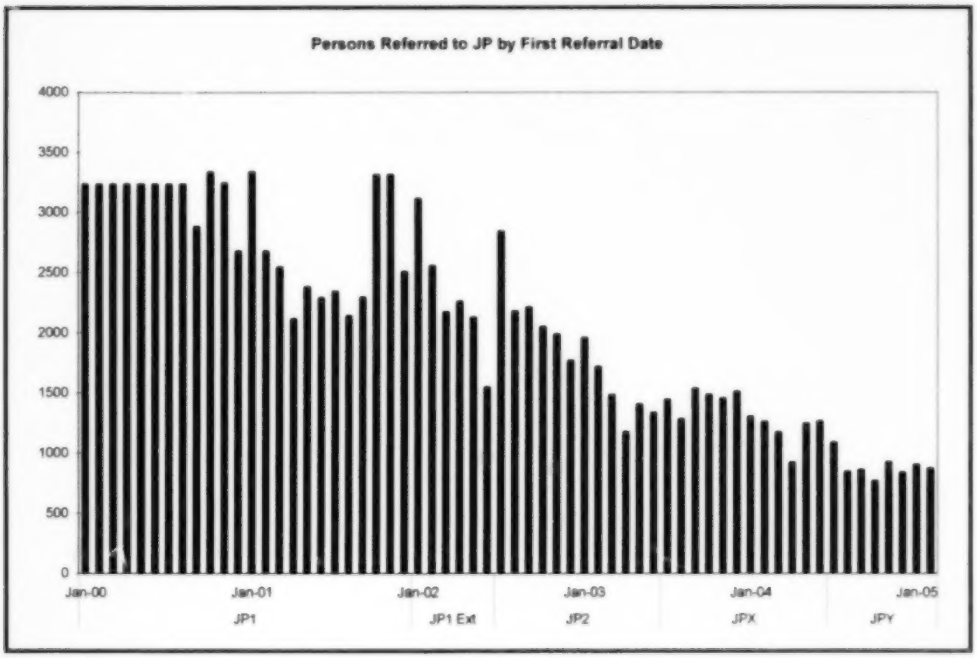
EXHIBIT 1.3
TURNOVER OF ETW CLIENTS – COMPARISON OF COHORTS



1.2 PERSONS REFERRED TO THE PROGRAM

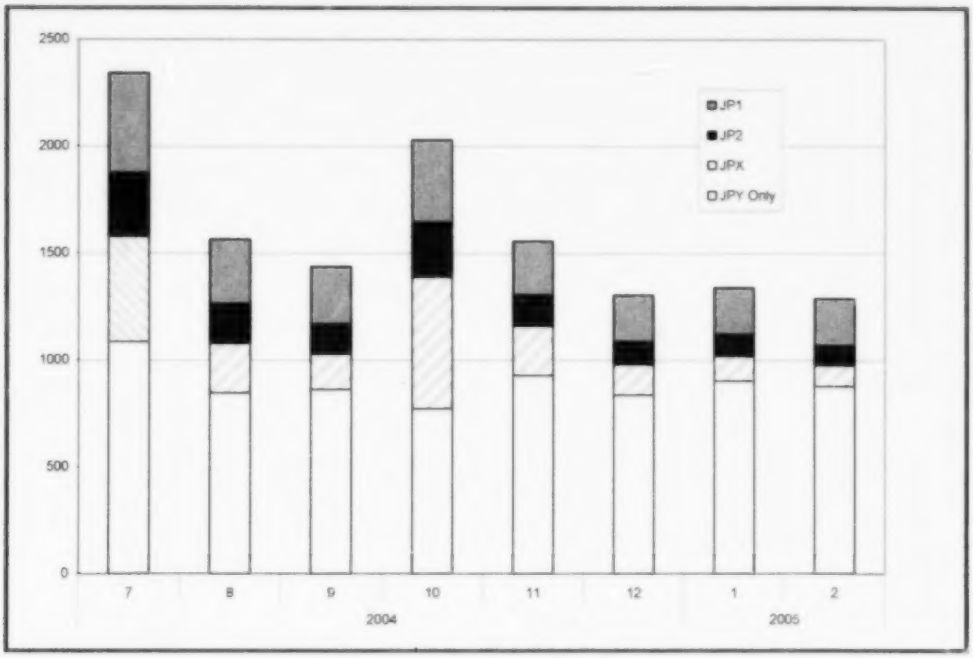
- The pattern of **first** referrals to JP continues to trend downwards reflecting the reduction in the ETW caseload. Exhibit 1.4 shows the pattern of referrals of **individuals** by the month of **first** referral to the program. Almost 130,000 individuals were referred to JP between January 2000 and February 2005.

EXHIBIT 1.4
PERSONS REFERRED TO JP BY FIRST REFERRAL DATE



- Individuals may be referred to the program more than once if they have not achieved independence on an earlier referral. Exhibit 1.5 shows the number of persons referred to JPY by the month they were first referred to JPY. Of the persons referred, 55% are persons who were referred to the program for the first time under JPY. The balance is re-referrals, persons who had previously been referred to JP1, JP2 or JPX. In the last two years, an increasing percentage of persons referred to the program in any month are re-referrals from an earlier stage of the program.

EXHIBIT 1.5
ALL PERSONS REFERRED TO JPY BY FIRST REFERRAL DATE AND PROGRAM TO WHICH THEY WERE FIRST REFERRED



1.3 CHARACTERISTICS OF PERSONS REFERRED

- Persons referred to JP continue to be significantly less attached to BCEA than the BCEA caseload as a whole. Persons referred under JPY are less attached than persons referred to JP2 and JPX – see Exhibits 1.6 and 1.7. These Exhibits are based on persons referred to each stage of the program including persons re-referred from an earlier stage.

- Persons referred to JP continue to be slightly younger than the ETW caseload – see Exhibit 1.8.

EXHIBIT 1.6
AVERAGE MONTHS OF BCEA BENEFITS PAID IN THE PRECEDING SIXTY MONTHS

		ETW	JP Referrals
Program	Cohort	Number of Months out of Prior 60	
JP1	September 2000	33.7	21.5
JP2	September 2002	35.7	31.5
JPX	September 2003	34.6	28.5
JPY	September 2004	31.8	21.7

EXHIBIT 1.7
DISTRIBUTION OF ETW CASELOAD AND PERSONS REFERRED TO JP BY RECENT ATTACHMENT TO BCEA

	September 2000 Cohort	
	ETW	JP1 Referrals
New	4%	37%
Intermittent	45%	43%
Persistent	50%	20%
Total	100%	100%
	September 2002 Cohort	
	ETW	JP2 Referrals
New	3%	13%
Intermittent	39%	41%
Persistent	58%	46%
Total	100%	100%
	September 2003 Cohort	
	ETW	JPX Referrals
New	4%	22%
Intermittent	45%	40%
Persistent	51%	38%
Total	100%	100%
	September 2004 Cohort	
	ETW	JPY Referrals
New	6%	35%
Intermittent	51%	39%
Persistent	43%	26%
Total	100%	100%

EXHIBIT 1.8
AGE DISTRIBUTION OF ETW CASELOAD AND PERSONS REFERRED TO JP

	September 2000 Cohort	
Age Group	ETW	JP1 Referrals
Under 25	17%	27%
25-39	45%	46%
Over 39	38%	27%
Total	100%	100%
	September 2002 Cohort	
Age Group	ETW	JP2 Referrals
Under 25	15%	18%
25-39	42%	45%
Over 39	43%	37%
Total	100%	100%
	September 2003 Cohort	
Age Group	ETW	JPX Referrals
Under 25	14%	14%
25-39	43%	46%
Over 39	43%	40%
Total	100%	100%
	September 2004 Cohort	
Age Group	ETW	JPY Referrals
Under 25	13%	16%
25-39	43%	47%
Over 39	44%	37%
Total	100%	100%

1.4 PERSONS PLACED AND INDEPENDENT

- A significant proportion of persons referred to the program for the first time continue to be placed quickly. Exhibit 1.9 shows that 50% of persons who were referred to JPX in 2004 and were subsequently placed were placed within 6 weeks.

- The number of persons placed each month remained well over 700 for most of 2004 but recently has begun to show a decline – see Exhibit 1.10. At some time, a decline is to be expected given the reduction in the number of referrals. Over the life of the program (from JP1 to JPY), almost 47,000 persons have been placed.

EXHIBIT 1.9
TIME FROM FIRST REFERRAL TO PLACEMENT – FIRST TIME REFERRALS TO JPX IN 2004

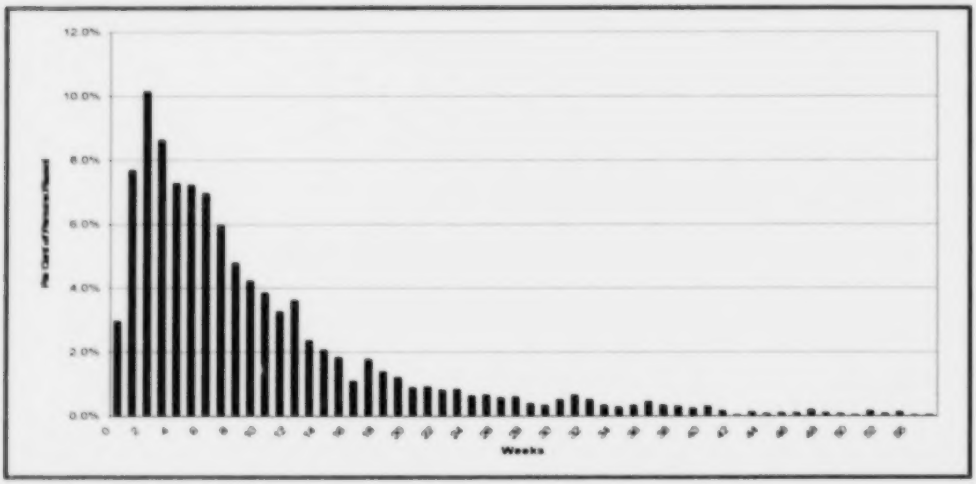
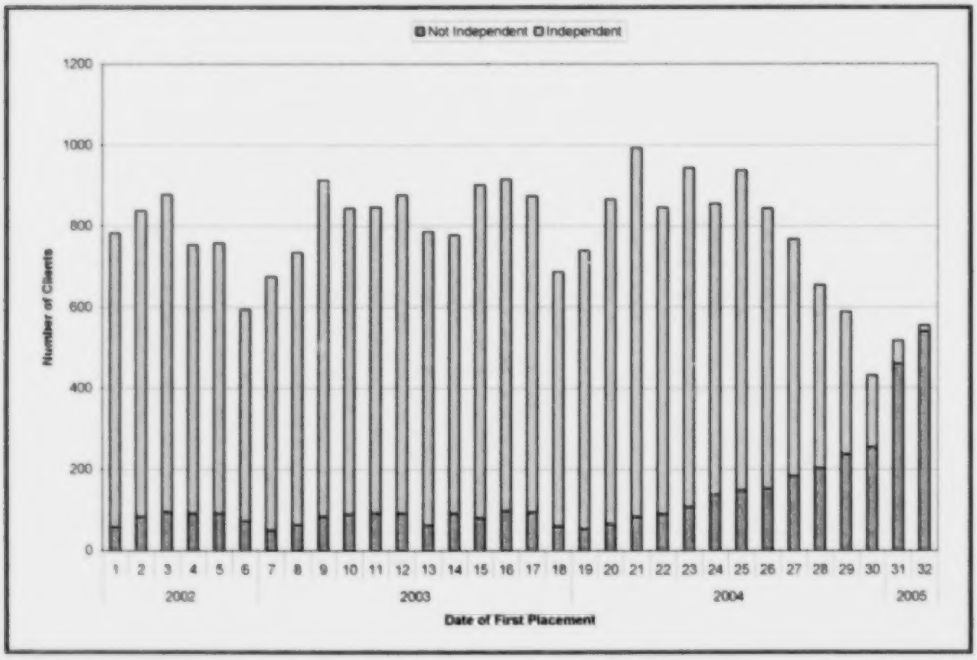


EXHIBIT 1.10
EMPLOYMENT STARTS AND INDEPENDENCE – JP2, JPX and JPY



- Of the persons placed under JP2, JPX and JPY, 90% are achieving at least one month of independence – see Exhibit 1.9. Obviously, the percentage is lower for person placed more recently. As noted in the Summary Evaluation Report, there is an average lag of 11 weeks between placement and independence.

- Persons who have achieved independence continue to accumulate months of independence. More than 70% of clients who were placed under JP2 in 2002 have achieved 19 or more months of independence – see Exhibit 1.11.

EXHIBIT 1.11
MONTHS OF INDEPENDENCE EARNED BY PERSONS PLACED THROUGH JP2, JPX AND JPY

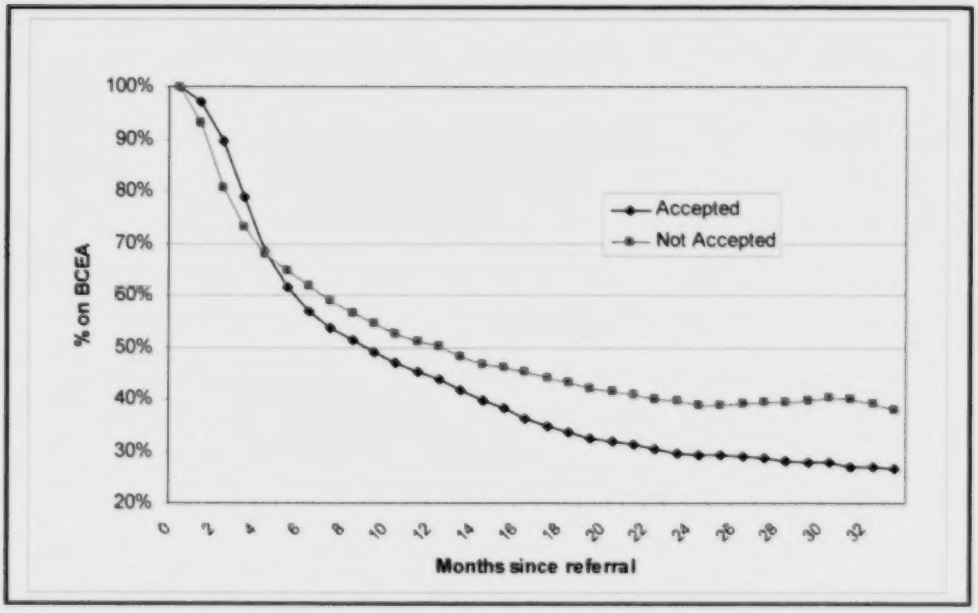
Employment Start		Months of Independence Achieved			
Year	Month	1-5	6-11	12-18	19 or more
2002	7	6%	7%	14%	74%
	8	7%	7%	15%	72%
	9	5%	7%	15%	73%
	10	5%	8%	15%	72%
	11	7%	7%	16%	70%
	12	7%	9%	16%	68%
2003	1	6%	4%	19%	71%
	2	5%	8%	20%	67%
	3	6%	9%	21%	64%
	4	7%	8%	25%	59%
	5	7%	11%	35%	47%
	6	7%	13%	45%	35%
	7	11%	17%	60%	12%
	8	10%	20%	69%	2%
	9	11%	23%	66%	0%
	10	13%	26%	61%	0%
	11	16%	32%	52%	0%
	12	16%	35%	49%	0%
2004	1	16%	49%	36%	0%
	2	15%	71%	14%	0%
	3	19%	77%	4%	0%
	4	23%	77%	0%	0%
	5	30%	70%	0%	0%
	6	38%	62%	0%	0%
	7	56%	44%	0%	0%
	8	83%	17%	0%	0%
	9	94%	6%	0%	0%

1.5 PROGRAM IMPACT AND COST

- The net impact of the program is estimated by comparing the difference between the experience of persons accepted into the program to the experience of persons referred but not accepted. Approximately, two thirds of persons referred have been accepted.

- Exhibit 1.12 shows that persons accepted under JP2 have continued to achieve a greater degree of independence than persons not-accepted.[1]

EXHIBIT 1.12
COMPARISON OF INDEPENDENCE ACHIEVED BY PERSONS ACCEPTED AND NOT-ACCEPTED – JP2



- The estimated impact of the program as measured by incremental months of independence achieved is significantly greater after 34 months than was recorded in the Summary Evaluation Report after 21 months – see Exhibit 1.13.

[1] This graph is not adjusted to control for differences in the composition of the two groups.

EXHIBIT 1.13
ESTIMATED IMPACT OF JP2 BASED ON ACCEPTED CLIENTS

	Ave Months of Independence Achieved After 21 Months	Ave Months of Independence Achieved After 34 Months
JP2 Accepted Persons	10.5 Months	19.7 Months
Control Group – Referred but Not Accepted	- 10.1 Months	- 18.3 Months
Incremental Months of Independence Attributable to the Program Per **Accepted** Person	0.4 Months	1.4 Months

- The incremental impact translates into net savings in BCEA payments of $18 million. Although these estimated savings may be somewhat overstated because persons accepted into the program are likely to more employable than those not accepted, the program is much closer to breaking even than was reported in the Summary Evaluation Report.

- Payments to service providers for JP2 are now estimated to be $31 million.

CHAPTER TWO:
THE TRAINING FOR JOBS PROGRAM

2.1 REFERRALS AND ACCEPTANCES

- The number of clients referred to TFJ has been considerably lower in the second program year than the first – see Exhibit 2.1. Around 50% of persons referred were accepted into training in the second program year.[2]

EXHIBIT 2.1
PERSONS REFERRED AND ACCEPTED

	First Program Year Dec 02- Nov 03			Second Program Year Dec 03 to Nov 04	
	Target	Actual To Jan 05		Target	Actual To Jan 05
Persons Referred in First Year	13,668	8,570		3,282	3,205
Persons Accepted into Training in First Year	4,572	4,828		1,643	1,634
No-Shows as Per Cent of Referred		15% - last referral 24% - all referrals			14% - last referral 22% - all referrals
Accepted as Per Cent of Referred	33%	56%		50%	51%

- Approximately, 30% of referred clients have been referred more than once – see Exhibit 1.2. However, as noted in the Summary Report, many of these re-referrals are to the same contractor. In the first program year, only 37% of re-referrals were to a different contractor.

[2] This Exhibit does not include data on the ESL component of TFJ.

EXHIBIT 2.2
RE-REFERRALS TO TFJ

Number of times a person has been referred	Program Year			Total
	Year One	Year Two	Year Three	Combined
1	67%	73%	91%	69%
2	23%	20%	8%	22%
3	7%	5%	1%	6%
4 to 8	3%	2%	0%	3%
Total	100%	100%	100%	100%

2.2 CHARACTERISTICS OF PERSONS REFERRED

- Persons referred to TFJ in the second program year show less attachment to BCEA than those referred in the first program year – see Exhibits 2.3 and 2.4. However, they continue to be considerably more attached to BCEA than persons referred to JP – compare to Exhibits 1.6 and 1.7 above.

EXHIBIT 2.3
ATTACHMENT TO BCEA

	Persons referred to TFJ	
	First Year	Second Year
New	2%	2%
Intermittent	26%	50%
Persistent	72%	59%
Total	100%	100%

EXHIBIT 2.4
MONTHS ON BCEA IN THE 60 MONTHS PRIOR TO REFERRAL

Ave Months on BCEA Over Prior 60 months	
Persons referred to TFJ	
First Year	Second Year
40.6	35.0

- The family type composition of persons referred to TFJ in the second program year is essential the same as in the first program year – see Exhibit 2.5.

EXHIBIT 2.5
FAMILY TYPE

	Persons referred to TFJ	
Family Type	**First Year**	**Second Year**
- Single Male	34%	35%
- Single Female	15%	17%
- Couple	6%	5%
- 2 parent family	11%	10%
- 1 parent family	33%	33%
All Types	100%	100%

2.3 JOB PLACEMENT AND INDEPENDENCE

- To date 47% of persons accepted into TFJ in the second year have been placed in a job. This compares to 51% for the first program year – see Exhibit 2.6.

- Around 36% of persons accepted into the program in the first year have achieved at least one month of independence[3]; 26% have achieved more than 6 months of independence. Only a small proportion of persons referred in the second program year have achieved more than 6 months of independence to date but that is to be expected given an average lag of 40 weeks between referral and independence. Exhibit 2.7 shows the pattern of job placement and independence for persons referred at different dates.

- Exhibit 2.8 shows the number of months of independence earned by persons who achieve independence. It shows that persons who completed their training in the first half of 2003 and subsequently achieved independence, have experienced more than 12 months of independence on average.

[3] This figure is slightly lower than the estimate made in the Final Evaluation Report.

EXHIBIT 2.6
JOB PLACEMENT AND INDEPENDENCE - TFJ

		Actual To Jan 05	
	Target	First Program Year Dec 02- Nov 03	Second Program Year Dec 03 to Nov 04
Job Ready as Per Cent of Accepted	75%	76%	66%
Ever Placed as Per Cent of Accepted	60%	51%	47%
Independent as Per Cent of Accepted	60%	36%	29%
Indep. 6 or more months as Per Cent of Accepted		26%	3%

EXHIBIT 2.7
STATUS OF PERSONS REFERRED TO TFJ BY MONTH OF FIRST REFERRAL

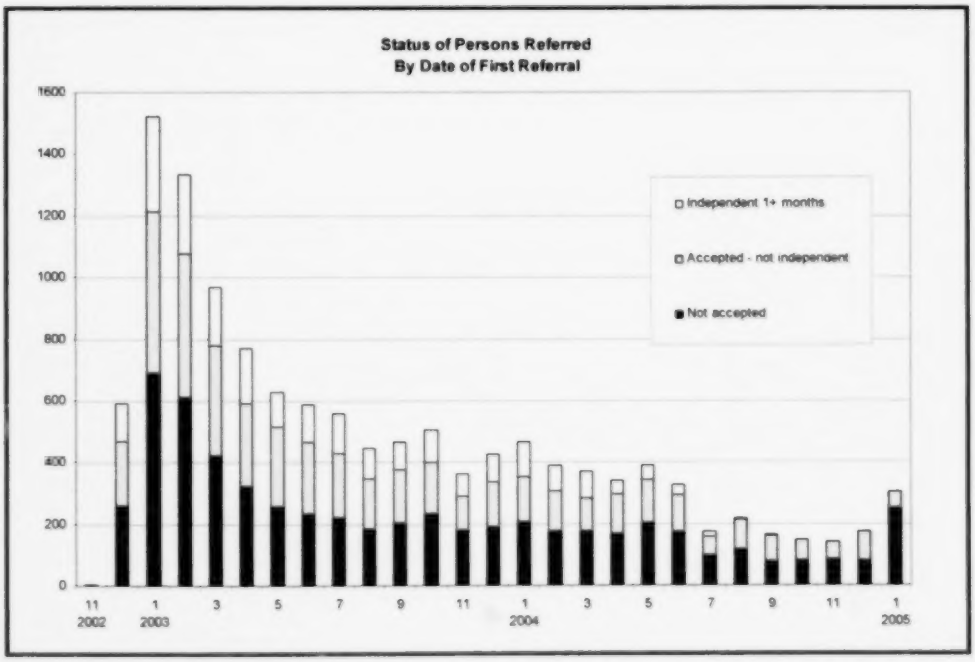
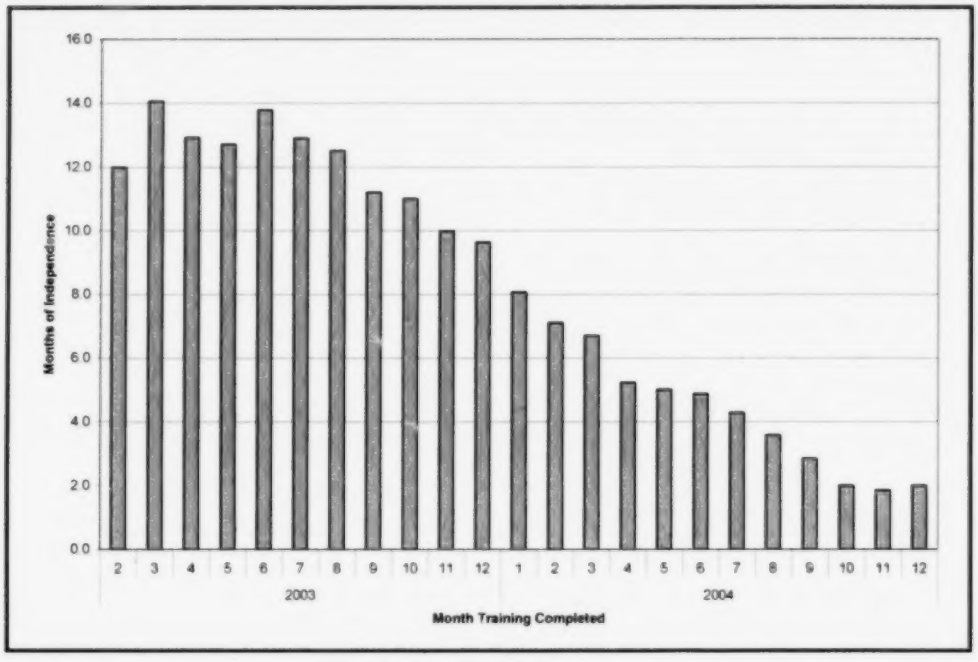


EXHIBIT 2.8
AVERAGE MONTHS OF INDEPENDENCE EARNED – TFJ CLIENTS THAT ACHIEVE INDEPENDENCE



2.4 PROGRAM IMPACT

- Persons accepted into the program in the first program year continue to achieve more months of independence than those not accepted into the program – see exhibit 2.9. The difference may be widening.

- The accumulated months of independence earned by accepted persons, on average, is 12.5 months, which is 0.5 months greater than the experience of the not accepted group. This net impact translates into savings in BCEA payments of $1.5 million. If the current pattern of performance of accepted persons compared to those not accepted continues, incremental BCEA savings of $3m will accumulate each year as a result of the program.

- Payments to TFJ service providers for the first program year are now estimated to be $22 million.

EXHIBIT 2.9
COMPARISON OF INDEPENDENCE ACHIEVED BY ACCEPTED AND NOT-ACCEPTED CLIENTS – TFJ - PROGRAM YEAR ONE

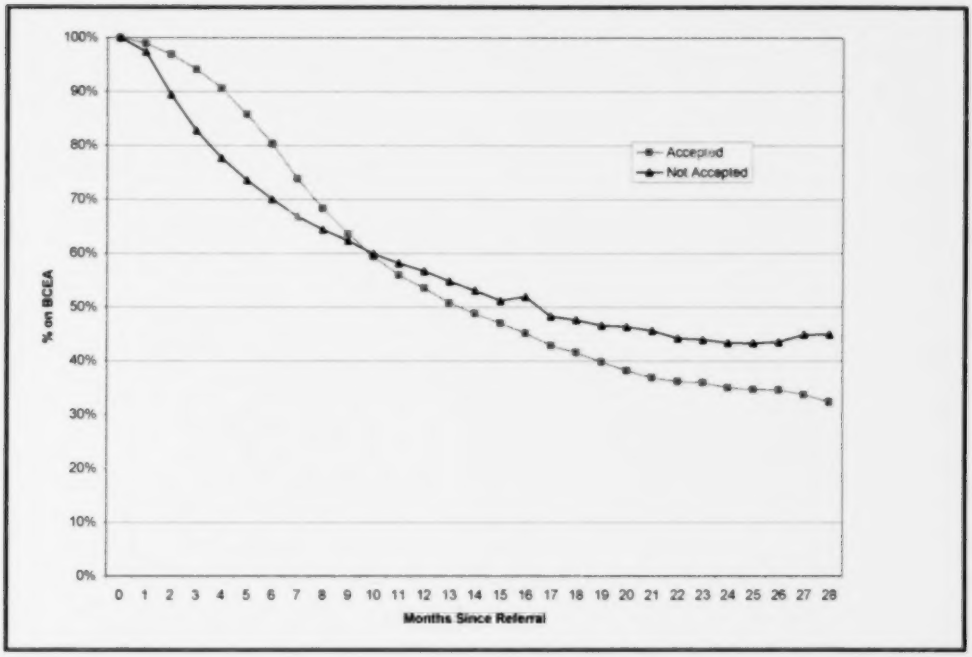


EXHIBIT 2.10
ESTIMATED IMPACT OF TFJ BASED ON ACCEPTED CLIENTS

	Ave Months of Independence Achieved After 28 Months
TFJ Accepted Persons	12.5 Months
Control Group – Referred but Not Accepted	- 12.0 Months
Incremental Months of Independence Attributable to the Program Per **Accepted** Person	0.5 Months